

# City of Minneapolis

## Employment and Training Program

### Quarterly Performance and Grades October 2013 – December 2013



#### **City of Minneapolis Employment and Training Leadership:**

Minneapolis City Council Member **Lisa Goodman**,  
Chair, Community Development Committee

Minneapolis Mayor, **R.T. Rybak**

**Carolyn Roby**, Chair, Minneapolis Workforce Council

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#### **City of Minneapolis Employment and Training Program**

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# Adult Program Grades

Through a network of community-based employment service providers, the City's Adult Program helps low-income Minneapolis residents find and retain jobs or pursue training that will lead to employment.

## Vendor Evaluation:

Adult Program employment service provider performance is evaluated quarterly. Providers are evaluated by a letter grade based on their success in placing and retaining clients in permanent employment. Placement and retention percentages are determined by dividing the number of positives for each measure by the total number over the prior four quarters. Job retention is measured each quarter for 1 year after job placement. Performance goals are as follows: 70% job placement rate; retention rates of 80% in 1st quarter; 70% in 2nd quarter; 65% in 3rd quarter, and 60% at one-year. A letter grade given to a provider based on the average of the placement and retention percentages.

### Adult Program Performance

Performance Period	Placed	Average Wage	Retention Rates			
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
<b>Current Quarter</b> (10/1/13 – 12/31/13)	86	\$10.81	89%	73%	74%	61%
<b>Year to Date</b> (7/1/13 – 12/31/13)	228	\$11.26	88%	74%	70%	58%

### Adult Program Grades

Agency	Workforce Investment Act Programming (WIA)
American Indian OIC	C
Department of Employment and Economic Development (DEED)	B
East Side Neighborhood Services (ESNS)	B
EMERGE Community Development	C
Goodwill Easter Seals	B
HIRED	B
Hmong American Mutual Assistance Association (HAMAA)	B
Jewish Family and Children's Service of Minneapolis IRP Assessment and Referral	B
City of Minneapolis Employment and Training	A
Minneapolis Urban League	B
South East Asian Refugee Community House (SEARCH)	B

RENEW Minneapolis builds economic and workforce capacity by strategically connecting businesses with a trained workforce. RENEW prepares job seekers for careers, aligning job training and economic development.

### RENEW Minneapolis

Agency	Grade
Emerge Community Development	B
Goodwill Easter Seals	A
HIRED	A
Lifetrack Resources	B
Minneapolis Urban League	A
Resource Inc.	C

# Dislocated Worker Grades

The City's Dislocated Worker Program assists adults who lose their jobs through closings, reorganization or other permanent layoffs. Services include job search assistance, career counseling, skill updating and retraining to secure comparable employment.

Ongoing services for individuals and small closings/layoffs are provided by DEED staff at the two Minneapolis WorkForce Centers as well as by HIRED, RESOURCE, Inc.'s Employment Action Center and Goodwill/Easter Seals.

## **Vendor Evaluation:**

Dislocated Worker employment service provider performance is evaluated quarterly on a cumulative basis beginning with the start of each program year funding cycle. Performance goals evaluated include: actual number of enrollments versus plan; actual number of placements versus plan; 86% job placement rate; retention rates of 90% in quarter 1, 80% in quarter 2, and 70% in 3rd quarter; as well as an 69% credential attainment rate. The letter grading scale, which combines both the federal and state funding sources, starts at an A and a portion of a letter grade is deducted for each benchmark criteria that is not met.

***Composite Performance Key: A = Excellent; B = Good; C = Fair; D = Poor; F = Fail***

**Dislocated Worker Program Grades**

Agency	Workforce Investment Act Programming (WIA) and State Programming (Combined Grade) (7/1/13 – 12/31/13)
Department of Employment and Economic Development (DEED)	A+ (113 WIA / 163 State)
Goodwill Easter Seals	A- (18 WIA / 30 State)
HIRED	A- (92 WIA / 123 State)
Resource Inc.	D+ (18 WIA / 19 State)

# Youth Program Grades

The City of Minneapolis Employment and Training Program offers two distinct youth employment programs: STEP-UP, an intensive summer internship program and the Year Round Youth Program, offering economically disadvantaged teenagers and young adults between the ages of 14-21 with year-round employment and training services.

## Vendor Evaluation:

STEP-UP summer worksite performance is monitored during the summer program for compliance with program rules/regulations and evaluated on a numeric scale of 1 – 10, 10 being the highest score.

Year Round Youth Program employment service provider performance is evaluated quarterly on a cumulative basis beginning with the start of each program year funding cycle. Providers are evaluated on the following five performance goals 1st – 3rd quarter's: 1) Actual number of enrollments versus plan; 2) Actual number of exits versus plan; 3) 84% Younger Youth (14-18) Goal Attainment; 4) 80% employment retention in quarter 1; and 5) 80% employment retention in quarter 2. During 4th quarter, vendors are evaluated on the above five measures plus the following three year-end performance goals: 1) 70% Year End Older Youth (19-21) Entered Employment; 2) 85% Year End Younger Youth (14-18) Diploma/Equivalent; and 3) 52% Year End Older Youth (19-21) Credential.

Special projects are evaluated on a letter grade scale based on their performance against measures outlined in their specific work statement.

## STEP-UP

Agency	Grade
AchieveMpls	A

## Year Round Youth Program Performance

Performance Period	Served	Attainments (goal = 92%)	Retention Rates	
			1st Quarter (goal = 80%)	2nd Quarter (goal = 80%)
<b>Current Quarter</b> (10/1/13 – 12/31/13)	84	75%	80%	83%
<b>Year to Date</b> (7/1/13 – 12/31/13)	162	76%	81%	92%

## Year Round Youth Program Grades

Agency	Grade	Youth Served
East Side Neighborhood Services (ESNS)	A-	11
EMERGE Community Development	B+	21
HIRED	A	57
Minneapolis Urban League	B-	10
Pillsbury United Communities	A-	24
Resource Inc.	B+	39